ORDER.

Bangalore, dated the 21st October 1967.

S.O. 2087.—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of The Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura on the points noted below :

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the additional Industrial Tribunal at Bangalore.

Points of Dispute.

(1) Are the workmen employed by the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, listed in the Annexure 'A' entitled to the Designations, Grades and Fitments as claimed therein with effect from the date specified against each ? If not, are they entitled to any other relief ?

(2) Are the following workmen entitled to be confirmed with effect from the date mentioned against their names ? If not, are they entitled to any other relief ?

Sl No.	Name	Designation	Date from which to be confirmed
	Sriyuths :—		
1	R. Krishna Iyengar	Panman	2-2-1963
2	M. K. Shive Gowda	Man Water Supply	1-11-1960
3	Ismail		1-11-1960
4	D. M. Ramaswamy	Attenders	1-11-1960

(3) Is the Management justified in terminating the Services of the following workers ? If not, are the workers entitled to reinstatement with backwages and continuity of services ?

Sriyuths :—

(1) Kempalinge Gowda T. No. 16
(2) N. Shankara, T. No. 323
(3) Honnaiah, T. No. 419
(4) Puttaswamy, T. No. 228
(5) Puttaswamy, T. No. 488
(6) Bhadregowda, Fitter Helper
(7) Jai Singh, Watchman
(8) Ningaiah, T. No. 290
(9) Survanarayana, T. No. 451
(10) Dasappa, T. No. 264
(11) Ramanna, T. No. 112
(12) Ningegouda, T. No. 126
(13) B. Krishna, Clerk
(14) S. S. Bhadok, T. No. 317, Fitter
(15) Siddegouda, T. No. 413, Fitter Helper
(16) Kenchaiah, T. No. 486 Carpenter
(17) T. M. Mahadevachari, T. No. 516, Tare Wigh Bridge Clerk
(18) R. Ponnappa, Driver

(3) (b) Is the Management justified in terminating the services of the following workers ? If not, are the workers entitled to reinstatement with backwages and continuity of service ?

Sriyuths :—

1	Nanjegouda	12	Madaiah
2	Siddalingasetty	13	Ramaiah
3	Ramu	14	Pome Gowda
4	Karigowda	15	Thammanna Gowda
5	Shivanna	16	T. Sannaiah
6	Vairamudigowda	17	Dyave Gowda
7	Raju	18	Kempegowda
8	Ankegouda	19	Chickaninge Gowda
9	Jannegouda	20	Kalle Gowda
10	Ningasetty	21	K. Kempe Gowda
11	Jayarappa	22	Venkatappa

(4) Are the workers employed in the Centrifugal Section, Boiling House (Pan Floor), Sulphur House, Steam Valves and Boiler Section of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, entitled to Heat Allowance at the rate of 0.40 P. per worker per working day? If not, are they entitled to any other relief?

(5) Are the workmen employed in the Welding Section, Boiling Section, Sulphur and Lime sections and Watchmen, Motor Vehicle Drivers and Oil Men in the Mill and Boiling House of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, entitled to get 2 sets of Uniforms per year, each consisting of one pair of Trousers, one Shirt and a Pair of Footwear? If not, are they entitled to any other relief?

(6) Is Sri Narayana, T. No. 466 entitled to wages for the period from 14th August 1963 to 7th November 1963 on account of his not being taken on duty by the Management? If not is he entitled to any other relief?

(7) Are the workers who act in higher posts, entitled to receive Acting Allowance? If so, at what rate?

(8) Are the Vehicle Drivers entitled to a Daily Batta of Rs. 3 per day whenever they are sent out of the factory, beyond 12 miles, or are required to stay away from the factory at a distance beyond 12 miles? If not, are they entitled to any other relief?

(9) Are the workmen entitled to Furlough leave at the rate of six months on half pay or three months on full pay for every seven years of service in the factory, apart from the other leave benefits already enjoyed by them? If not, are they entitled to any other relief?

(10) Are the individual seasonal employees entitled to get the intimation of the date of reopening of the factory by Registered Post? If not, how they should be notified?

(11) Are the workmen residing at the Visveswaranagar Colony, entitled to get free transport facilities to and from the factory? If not, are they entitled to any other relief?

(12) Are the Workers justified in demanding that the Management should meet the Electricity Consumption charges in respect of the factory quarters in Visveswaranagar, to the extent of 8 units in respect of each quarters? If not are they entitled to any other relief ?

(13) Are the Operative Mechanics entitled to be fixed in the Highly skilled 'B' Grade in the scale of Rs. 135-7-170-EB-9-215 with effect from 1st November 1960? And at what stage they should be fixed in that grade? Are they entiled to the difference of wages from 1st November 1960 ?

[No. FCL 584 LLD 67].

By Order and in the name of the Governor of Mysore,

1305 G. G. PUROHIT, *Under Secy.*

ANNEXURE

Sl. No.	Name of worker	Designation given by the Management	Proper w/Board Designation claimed	Grade claimed	Scale claimed	Date with effect from which the benefits are claimed
1	2	3	4	5	6	7
Sriyuths :—						
1	R. Krishna Iyengar ...	Pan-man	Pan-in-charge	High Skilled A	180-8-220-EB-10-270	1-11-1960
2	Davegowda ...	Hammer Man	Hamer Man	Semi-skilled B	65-1/50-74	From the date of his transfer to workshop
3	Shamasbeer Jan ...	Welder B	Welder A	Skilled A	105-6-135-EB-7-170	28-1-1963
4	B. K. Gunda Setty ...	Lime Preparation Coolie	Liming Mate	Semi-skilled A	68-2-80	1-11-1960
5	M. B. Boregowda ...	Water Measuring Attendar	Mastication Mate	Do	Do	Do
6	G. K. Lingegowda ...	Do	Do	Do	Do	Do
7	L. Lingegowda ...	Do	Do	Do	Do	Do
8	S. Bettegowda ...	Do	Do	Do	Do	Do
9	M. H. Puttaswamy ...	Magma Attender	Magma Mate	Do	Do	Do

10	V Srinivasa Setty	...	Hopper Cooly	Hopper Mate	Do	Do	Do
11	Shivegowda	...	Lab Boy	Laboratory Asst.	Do	Do	Do
12	N Puttaswamy	...	Final Molasses	Molassess recorder	Do	Do	Do
13	Muniswamy	...	Sulphur Burner Cooly	Sulphur Mate	Do	Do	Do
14	Om Kavegowda	...	Hopper Cooly	Hopper Mate	Do	Do	Do
15	K Mariswamy	...	Do	Do	Do	Do	Do
16	K S Shivappa	...	Juice Sulphitation Attender	Sulphitation Mate	Do	Do	Do
17	G M Rangegowda	...	Lab. Boy	Lab. Asst.	Do	Do	Do
18	Thimmaiah Gowda	...	Boiling House Fitter	Head Fitter (Boiling House)	Highly skilled A	180-8-220-EB-10-270	Do
19	N Kempaiah	...	Do	Do	Do	Do	Do
20	N K Boraiah	...	Do	Do	Do	Do	Do
21	C Maryappa	...	Do	Do	Do	Do	Do
22	C K Kutti	...	Mill Fitter	Head Fitter (Mill House)	Do	Do	Do
23	J Narayana	...	Mill Fitter	Head Fitter (Mill House)	Highly skilled	180-8-220 EB-10-270	1-11-1960

1	2		3	4	5	6	7
24	M Narayana Murthy	...	Asst. Fitter Mill Section,	Fitter (First)	Highly skilled B	135-7-170-EB-9-215	1-11-1960
25	M Babuji	...	Do	Do	Do	Do	Do
26	C B Kenchaiah	...	Do	Do	Do	Do	Do
27	Krishnegowda	...	Do (Boiling Section	Do (Boiling Section)	Do	Do	Do
28	S Madappa	...	Do	Do	Do	Do	Do
29	Usman Khan	...	Do	Do	Do	Do	Do
30	M Kempegowda	...	Lab. Chemist	Lab. Chemist	Supervisor D	200-10-250-EB-10-300	7-12-1961
31	A Jacob	...	Turner II	Turner I	Skilled A	105-6-135-EB-7-170	14-11-1960
32	Y M Karigowda	...	Attender	Clerk	Clerical IV	87-4-107-EB-5-132	1-11-1960
33	Eraiah	...	Steam Valve Operator	Steam Valve Operator	Semi-skilled B	65-1/50-74	1-11-1960
34	Sambulingaiah	...	Steam Valve Operator	Steam Valve Operator	Semi-skilled B	65-1/50-74	1-11-1960
35	R N Shivananjegowda	...	Do	Do	Do	Do	Do
36	Narayana	...	Do	Do	Do	Do	Do
37	S K Bettaiah	...	Do	Do	Do	Do	Do
38	S C Channaveerappa	...	Wireman Helper	Asst Wireman (Qualified)	Skilled C	75-3-96	Do
39	T A Ramachandra	...	Do	Do	Do	Do	Do
40	Halagappa	...	Do	Do	Do	Do	Do

41	B Govinda Singh	...	Do	Do	Do	Do	Do
42	Suryanarayana	...	Do	Do	Do	Do	Do
43	Puttappa	...	Do	Do	Do	Do	Do
44	Ramaiah	...	Do	Do	Do	Do	Do
45	K K Narayana	...	Attender	Oilman (Boiling House)	Semi-skilled B	65-1/50-74	1-11-1960 (upto 21-1-1961)
45	K K Narayana	...	Attender	Godown Keeper	Clerical III	105-6-135-EB-7-170	From 22-1-1961
46	Abdul Asses Khan	...	Fitter C	Fitter I	Do A	Do	1-11-1960
47	NKrishnappa	...	Switch Board Attendant	Switch Board Attendant (Qualified)	Do C	75-3-96	From the date of his appointment
48	Puttegowda	...	Do	Do	Do	Do	Do
49	Nadikeregowda	...	Issue Boy	Store Issuer	Clerical III	105-6-135-EB-7-170	1-11-1960
50	B Kalegowda	...	Issue Boy	Store Issuer	Do	Do	Do
51	C Basappa	...	Do	Do	Do	Do	Do
52	Ramalingegowda	...	Do	Do	Do	Do	Do
53	M V Ramu	...	Welder Helper	Welder I	Skilled A	Do	-6-1964
54	P Somasekhara swamy	...	Clerk	Store Purchaser	Clerical III	Do	1-11-1960
55	H K Siddaramu	...	Asst. Time Keeper	Shift. Time Keeper	Clerical II	130-7-165-EB-8-205	Do
56	Nanjegowda	...	Do	Do	Do	Do	Do
57	G A Shivalingaiah	...	Do	Do	Do	Do	Do
58	H P Nanjappa Gowda	...	Do	Do	Do	Do	Do
59	Srinivasa Gowda	...	Pan Boy	Asst. Panman	Highly-skilled B	135-7-170-ED-9-215	Do